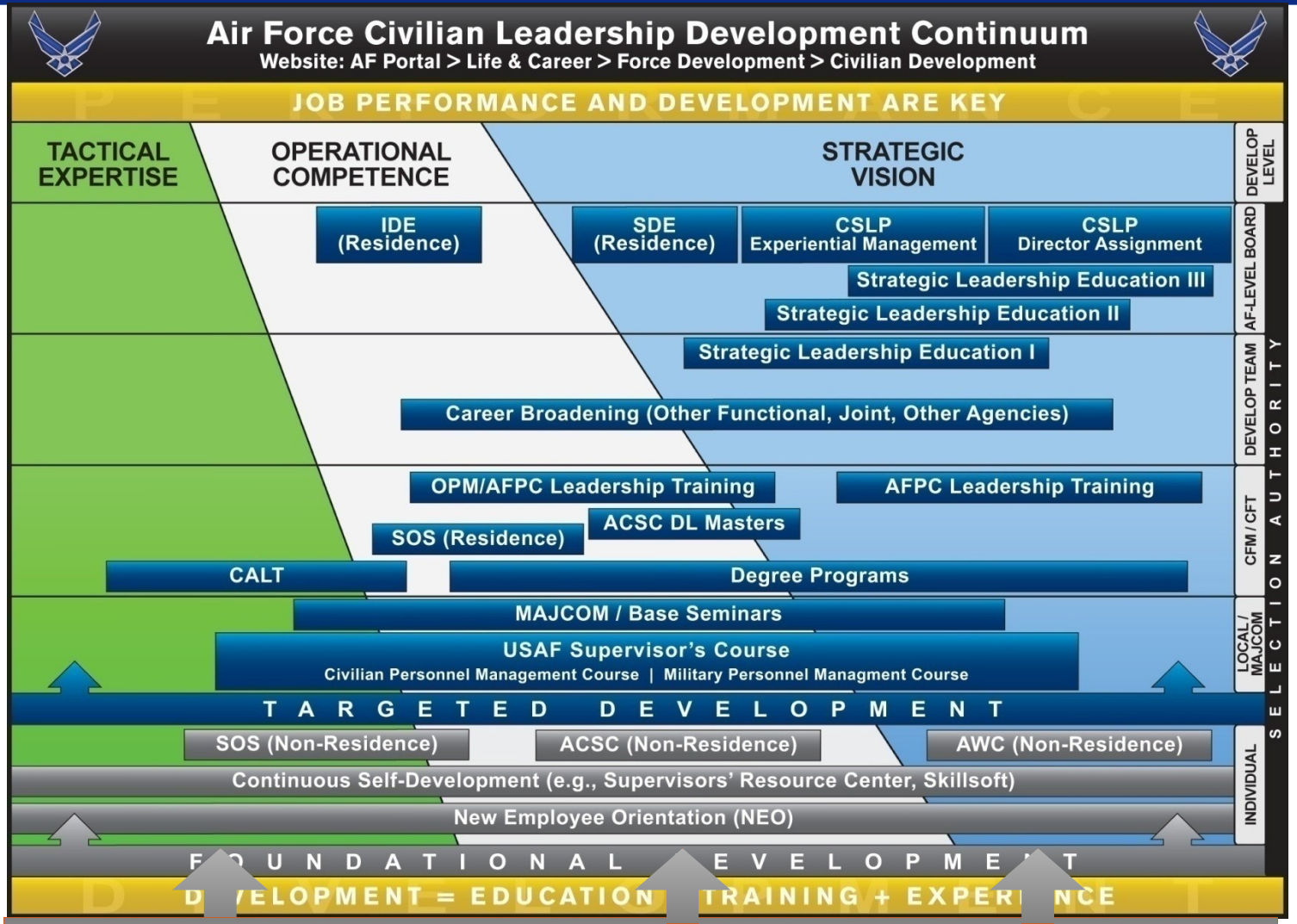
Civilian Leadership Development Opportunities

AFPC/DPIF

Leadership Development

- **Tactical Level Programs**
- **Operational Level Programs**
- **Strategic Level Programs**

Civilian Leadership Development Continuum



Level of Oversight

Entry is at the bottom to complete NEO

Entry can happen at any development level--Tactical, Operational, or

Tactical Level Programs

- **New Employee Orientation (NEO)**
- **Civilian Acculturation Leadership Training (CALT)**

New Employee Orientation

- **Tactical level program**
- **Provides basic Air Force knowledge to all new civilians**
- **Mandatory to complete within the first 90 days of accession; receive the civilian pin upon completion**
- **Computer-based training comprised of 7 modules**
  - **Air Force Core Values**
  - **Air Force Heritage**
  - **Air Force Core Competencies**
  - **Air Force Customs and Courtesies**
  - **Force Development**
  - **Health, Safety, and Security**
  - **Personnel Administration**

Civilian Acculturation and Leadership Training

- Tactical level program
- Goals
  - Orient new civilians to the Air Force
  - Provide a unique in-residence experience focused on AF culture, mission, and leadership roles
- Basic eligibility
  - GS-07 through GS-13 or equivalent
  - Bachelor's degree required
  - Two years continuous Federal Civil Service at the time of submission
  - No Prior Military Experience

Operational Level Programs

- **Education with Industry (EWI)**
- **Squadron Officer School (SOS)**
- **Air Command and Staff College Distance Learning Master's Program (ACSC DL Master's)**
- **Intermediate Developmental Programs (IDP)**

Education With Industry

- Operational level program
- Goals
  - Develop qualities and abilities in selected civilians necessary for effective management and professional or technical leadership
  - Provide an understanding of organizational structure, management methods, and technologies of modern industry
- Basic Eligibility
  - GS-11 through GS-13 or equivalent that are in the Force Support (Manpower only), Public Affairs, Financial Management, Civil Engineer, Communication & Information, Scientist & Engineer, Logistics, or Program Management Career Field Teams
  - Bachelor's degree required
  - 2-14 years continuous Federal Civil Service by 1 May

Squadron Officer School

- Operational level program
- Goals
  - Broaden focus of essential leadership competencies
  - Prepare employees for increased responsibility and shared leadership with military
- Basic eligibility
  - GS-9 through GS-12 or equivalent
  - Bachelor's degree required
  - Two years continuous Air Force Federal Civil Service by 1 May
  - Must pass the Air Force Fitness Test with a score of 75 or higher in each component

Air Command and Staff College Distance Learning Masters

- **Operational level program**
- **Goals**
  - **Educate mid-career civilians to develop, advance, and apply air and space power across the spectrum of service, joint, and combined military operation**
- **Basic Eligibility**
  - **GS-12 or GS-13 or equivalent**
  - **Bachelor's degree required**
  - **Two years continuous Air Force Federal Civil Service by 1 May**

Intermediate Developmental Education (IDE)

- Operational in-resident programs
- Goals
  - Meet long-term leadership needs of the Air Force
  - Prepare high potential employees for increased responsibility and shared leadership with military
- Basic eligibility
  - Open to GS-12 or GS-13 or equivalent
  - Two years minimum AF Civil Service by 1 May
  - 12 months in current position as of 1 May
  - Bachelor's degree (exception: Legislative and AF National Labs require a Master's degree)

IDE Programs

- **Programs offered**
  - **Air Command and Staff College**
  - **Air Force Legislative Fellows Program**
  - **Harvard JFK School of Government**
  - **Public Policy Program Princeton Woodrow Wilson School of Public & International Affairs**
  - **Air Force Institute of Technology**
  - **Master's Program – Accredited University**
  - **Air Force National Labs Fellows Program**
  - **DoD Executive Leadership Development Program (ELDP)**

Strategic Level Programs

- **Senior Developmental Programs**
- **Strategic Leadership Education Programs**

Senior Developmental Education (SDE)

- Strategic in-residence programs
- Goals
  - Meet long-term leadership needs of the Air Force
  - Prepare high potential employees for increased responsibility and shared leadership with military
- Basic Eligibility
  - GS-14 or GS-15 or equivalent
  - Two years continuous AF Federal Civil Service by 1 May
  - 12 months in current position by 1 May
  - Bachelor's degree required (Exception: RAND, EIG, and AF National Labs require a Master's)
  - Must have completed appropriate level of Professional Military Education (PME) by any method

SDE Programs

- **Programs offered**
  - **Air War College**
  - **Industrial College of the Armed Forces (ICAF)**
  - **ICAF Senior Acquisition Course (ICAF-SAC)**
  - **RAND Fellowship Program**
  - **Stanford Sloan Program, Stanford Graduate School of Business**
  - **Alfred P. Sloan Fellows, MIT Sloan School of Management**
  - **Harvard JFK School of Government**

SDE Programs (cont'd)

- **Programs offered (cont 'd)**
  - **Public Policy Program Princeton Woodrow Wilson School of Public and International Affairs**
  - **Air Force Institute of Technology**
  - **Master's Program – Accredited University**
  - **Air Force National Labs Fellows Program**
  - **Excellence in Government (EIG)**
  - **E-Government (E-GOV)**

Strategic Leadership Education

- **Level I**
  - **Open to GS-14 or GS-15 or equivalent**
  - **Programs offered (length: 1 week)**
    - **AF Civilian Leadership Course**
    - **Executive Development Seminar (OPM)**
    - **Leadership Assessment Program II (OPM)**

Strategic Leadership Education

- **Level II and III**
  - **Open to GS-15 or equivalent**
  - **Programs offered - Level II (length: 1 week)**
    - **Enterprise Leadership Seminar**
    - **Leadership Enhancement Program**
    - **National Security Management Course**
  - **Programs offered - Level III (length: 3-4 weeks)**
    - **Leadership for a Democratic Society**
    - **Seminar XXI (MIT)**
    - **Senior Executive Fellows (Harvard)**
    - **Senior Management Course in National Security**

CDE Waiver Process

- **Per AFI 36-2301, para 16.7, 16 Jul 10, waiver authority rests with AFPC/CC**
  - **Submit written request with nomination package with Supv and endorsing official signature**
  - **DT Chair signature required during vectoring**
  - **AFPC/DPIFDA submits package to AFPC/CC for decision and notifies employee of approval / disapproval**
  - **To CDE Board**

CDE Application Process

CALT / SOS / ACSC DL Master's

- Documents required
  - AF Form 4059
    - Endorsed by GS-15 / 0-6
- Selections made by CFT &

EWI

- Documents required
  - AF Form 4059
    - Endorsed by SES or GO
- Resume
- Continued Service Agreement
- Selections made by CFT &

IDE / SDE

- Documents required
  - AF Form 4059
    - Endorsed by SES or GO
  - Resume
  - Mobility Agreement
  - Additional documents as required by academic programs
- Selections made by Central Board and approved by AF/A1

Civilian Developmental Education

- **Timeline**
  - **Mar 2011 – Call for CDE nominations**
  - **1 May 2011 – Nominations due to AFPC/DPIFDA**
  - **May - Aug 2011 – Functional DTs meet to vector program and outplacement**
  - **May 2011 – ACSC DL selects notified**
  - **Sep 2011 –**
    - **EWI selects forwarded to AFIT**
    - **SOS and CALT selects notified**
    - **CDE Selection Board meets**
  - **Oct 2011 – Developmental Education Designation Board (DEDB) approves CDE results and announces selections**

Leadership Development

- **Leadership Development Office, (210) 565-2524 or DSN 665-2524**

- **POCs**
  - **Susan Lang-Krudwig – CDE**
  - **Joan Gudinas – CDE**
  - **Suzette Daniel – SOS, ACSC DL Master's Program**
  - **Deborah Stauff – EWI and CALT**

- **AFPC web site (https://gum.afpc.randolph.af.mil/)**
  - **Click on Civilian, Click on Force Development**

Air Force Personnel Center